HRFOCUS SUBJECT INDEX 1998

AMA RESEARCH

E-mail Usurps the Phone As Communication Tool MAY/2
Job Hoppers Make Advances SEPT/2
Knowledge: It's There for the Asking FEB/2
Testing Totals on a Downsizing OCT/2

CASE STUDY

Bankers Trust: Training Is All Fun and Games OCT/11-12
Baxter Healthcare Gets to the Root Of the Issue AUG/S9-S10
Case Study: Fannie Mae Creates a Balance AUG/S11
Deloitte & Touche: Retaining Women Means Success NOV/7-8
Fleet Financial Tests Work/Life NOV/S13-S14
Polling Workers for Union Support JULY/5
Stentor Resource Centre: Measuring Learning in Earnings MAY/11-12
Stock Options: DeVry Shares Its Success NOV/S7

CHANGE

Reinventing HR: Getting Buy-In FEB/1, 3-4

COMMUNICATION

Case Study: Fannie Mae Creates a Balance AUG/S11
Communication Breakdown OCT/8
Do You Need an Ombudsman SEPT/6
E-mail Usurps the Phone As Communication Tool MAY/2
E-Mail Zaps the Workplace JULY/9
Fleet Financial Tests Work/Life NOV/S13-S14
Global Training Goes High-Tech at Buckman Labs APR/S12
How to Become a Survey Expert DEC/13
Managing Staff Relationships AUG/6-7

COMPENSATION & BENEFITS

8 Steps to YK2 Compliance NOV/S8
The ABCs of EAPs NOV/S12
Benefits Soften Up NOV/S9-10
Compensation: Today and Tomorrow NOV/S5-6
Finding the Right Salary Survey JULY/10
The Future of Retirement JUNE/1,4-5
Protecting Expatriates' Pay NOV/S11
'Raiding' Your Comp Strategy NOV/S4
Relieving the Benefits Headache APR/S8
Stay for Pay: A Retention Solution SEPT/S7-8
Stock Options: DeVry Shares Its Success NOV/S7
Top 10 Compensation and Benefits Concerns NOV/S1
Weighing Your Childcare Options ...APR/13-14

CULTURE

Building Heart and Soul OCT/9-10
Rich in Culture, Rich in Profits OCT/1,6-7

DIVERSITY

Confronting Discrimination in Your Workplace JULY/S5-S6
Manager's Diversity Workbook JULY/S7-S8
Breaking the Color Barrier JULY/S9-S10
Mentoring: A Long-Term Approach to Diversity JULY/S11
Why Diversity Matters JULY/S2-S3

EMPLOYMENT LAW/LEGAL

ADA Accommodation in Psychiatric Cases DEC/S9
AIDS and the ADA DEC/S6
An HR Guide to White-Collar Crime SEPT/1,14-15
Arbitration Agreements: Getting Around the Roadblocks DEC/S4
Five Good Reasons to Mediate Employment Disputes DEC/S8
Minimizing Your Potential for Age Discrimination Lawsuits AUG/3
Monitoring Employee Communications DEC/S7
On the Defensive with the ADA FEB/5
Provisions for Older Workers Must Be Met DEC/S11
Sexual Harassment and the CEO DEC/S5
Top Employment Law Issues for 1999 .....DEC/S1-S3

FINANCE

EVA for the Non-MBA DEC/7-8
Making the Most of Your Investments MAR/S6

FLEX

The Business Case for FLEX AUG/S1-S2
Case Study: Fannie Mae Creates a Balance AUG/S11
Fleet Financial Tests Work/Life NOV/S13-S14

GLOBAL HR

Expatriate Incentives: Beyond Tradition MAR/S3-4
The Global Human Resources Model APR/S9-10
Global Mobility Strategy MAR/S7-8
Global Staffing: Are Expatriates the Only Answer? MAR/S1-2
Global Training Goes High-Tech at Buckman Labs APR/S12
HR Looks in the Mirror JULY/3-4
Integrating Corporate Culture from International M&As JUNE/11-12
Making the Most of Your Investments MAR/S6
Work/Family: Key to a Successful Assignment MAR/S9-10

HEALTHCARE

Healthcare: Raise Quality, Not Costs NOV/S15

HEALTH & SAFETY

Attitudinal Ergonomics APR/9-10
Subjective Fear: Preventing Workplace Homicide AUG/11-12

HR CAREER

The Anatomy of a Successful HR Executive MAR/11
HR Evolving At Rapid Pace JUNE/9-10
Outsourcing: Is It the HR Department of the Future? NOV/9-10

INTERVIEWS

Flying High at Southwest MAY/8
From Family Farm to Global Giant: Rosenbluth Leads the Way SEPT/9-10
Noel Tichy: Revving Up to Lead JAN/1, 4-5
Jeffrey Pfeffer: Putting People First APR/11-12
Living the Creative Priority JULY/1, 13-14

LABOR

The New Strategy of Union Organizing .JUNE/3

LEADERSHIP

Four Steps to Revitalize Your Board APR/3-4
Developing Leaders for the 21st Century JAN/2

LEGAL INSIGHTS

ADA Covers Impairments Controlled By Medication APR/15
'Aggressor Defense' No Help in Workers' Comp Case JULY/15
Boss Must Lean on Lie to Make a Difference FEB/15
Button Ban Banned by Court APR/15
'Coded' Black Applicants Win Suit OCT/3
Company Liable for Manager's Harassing NOV/3
Court Okays Weight Standard for Flight Attendants MAR/7
Courts Adapt Tough Stance on Age Bias NOV/3
Does ADA Bar Unequal Mental/Physical Benefits? NOV/3
EEOC Settles First Policy Parity Case JUNE/15
Employer Could Accommodate Religious Pilgrimage But Not Its Timing JULY/15
Employer Sees Insubordination; Court Suspects Retaliation APR/15
Employer's Truck Gives Worker Posthumous Benefits APR/15
Failure to Post Job Lands Employer in Bias Suit MAY/3
Feds Cite Employer Temp Agency Over Teen Workers MAY/3
Firm May Require Worker to Take Unpaid Leave MAY/3
FMLA Information, Too Little, Too Late JUNE/15

HRFOCUS SUBJECT INDEX 1998

Forced Self-Publication May Be Defamation MAR/7
Hair Today, Gone Tomorrow OCT/3
Handbook Had Built-In Loophole SEPT/3
HR Exec Loses Equal Pay Claim AUG/15
Insurer Must Cover Discrimination Settlement FEB/15
'Lagged' Paychecks Don't Violate FLSA SEPT/3
Leave of Absence Can Be Reasonable Accommodation SEPT/3
No Bias in Treating Work and Non-Work Illnesses Differently JULY/15
No ADA Protection For Violating 'No Drinking' Agreement MAY/3
No FMLA for Employee Who Disguised Nervous Breakdown FEB/15
No 'Sexual Stereotyping,' No Six Figure Award JUNE/15
Oil Industry Whistleblower Will Keep $7 Million AUG/15
One Week's Notice for Elective Surgery Okay Under FMLA JAN/14
Pregnancy Doesn't Excuse Absences MAR/7
Price Tag for FMLA Retaliation? $300,000 .....SEPT/3
Prompt Response to Sexual Harassment Still Too Late JAN/14
Provisions for Older Workers Must Be Met DEC/S11
Refusal to Work No Bar to UC Claim OCT/3
Replacing Older Worker With Computer Not Age Bias JAN/14
Retaliation Claim May Succeed Where Bias Claim Didn't MAR/7
Rudeness is Not Retaliation JAN/14
'Secret' Genetic Testing May Violate Privacy Rights AUG/15
Sportswriter Cries Foul Over Gender Bias JUNE/15
Subjective Policies Spell Trouble in Failure-to-Promote Suit JULY/15
Supervisor's Bias Crept Into Discharge OCT/3
Temp Agency Liable for Employee Negligence NOV/3
'Too Fat' to Work, But Not to Collect $786,000 .....AUG/15
Unions Can Demand Dues but Not Membership DEC/S11
Vague Assurances Are Not a "Contract" DEC/S11
Without Medication, Are Employees "Substantially Limited"? DEC/S11
Worker Can't Claim Opposing Facts FEB/15

MOTIVATION/MORALE

Measuring the Effectiveness of Recognition Programs NOV/6
Mentoring: Building Your Company's Intellectual Capital SEPT/S11-S12

OUTSOURCING

Outsourcing: Is it the HR Department of the Future? NOV/9-10

PERFORMANCE MANAGEMENT

The Emerging Model of Absence Management AUG/9-10
Encouraging Great Performance JAN/13
Fixing a Broken System MAR/1,3-4
Helping Supervisors Define Standards of Performance FEB/13
Why Multi-rater Feedback Systems Fail JAN/3

RECRUITMENT

10+ Steps to Effective Internet Recruiting SEPT/S6
Behavioral Interviewing at CIGNA DEC/6
Check Before You Hire DEC/S10
Cybercruiting Changes HR OCT/13-14
Global Staffing: Are Expatriates the Only Answer? MAR/S1-2
Just-In-Time Recruitment Practices MAY/9-10
Recruiting a Recruiter: Seven Steps to Success SEPT/S13-S14
The Technology of Recruiting Today APR/S11
Training As a Recruitment Tool JULY/11-12

RETENTION

Five Ingredients for an Employee Retention Formula SEPT/S9-10
How to Attract and Keep Top IT Talent DEC/9-10
Making the Most of Your Investment MAR/S6
Stay for Pay: A Retention Solution SEPT/S7-8
'Unretirement': A Golden Opportunity JAN/15
You've Got to Change to Retain SEPT/S1, S2-S3

SEXUAL HARASSMENT

Sexual Harassment and the CEO DEC/S5

STAFFING

Retirees Take An Encore MAY/1,6-7

STRATEGY

Managing Staff Relationships AUG/1, 6-7
The New Rules of HR Strategy JUNE/13-14
Nine HR Challenges for 1999 .....DEC/1,14-15
Skills Shortage Threatens U.S Competitiveness NOV/11-12
Why Diversity Matters JULY/S2-S3

TECHNOLOGY

8 Steps to YK2 Compliance NOV/S8
Cybercruiting Changes HR OCT/13-14
E-Mail Zaps the Workplace JULY/9
The Global Human Resources Model .APR/S9-10
Global Training Goes High-Tech at Buckman Labs APR/S12
Great Expectations: Is Your HRIS Meeting Them? APR/S1-2
HR Intranets: An ROI Strategy AUG/13-14
HRIS Project Team Selection APR/S7
Making Your Intranet Tool an Effective HR Tool DEC/11-12
Measuring Up: Top 10 Calculations for Your HRIS APR/S3-4
The Productivity Paradox .....APR/
Searching for an HRIS Solution APR/S6
Seven Steps to Successful ESS APR/S13-14
Web Research: 10 Steps to Find What You Need SEPT/7-8

TELECOMMUTING

Avoiding a 'Virtual' Disaster FEB/11-12

TRAINING & DEVELOPMENT

Are You Sabotaging Your Training Videos? MAR/5-6
Bankers Trust: Training Is All Fun and Games OCT/11-12
Fostering Intellectual Capital JAN/9-10
Mentoring: A Results-Oriented Approach FEB/14
Putting Teeth Into Management Training MAY/13-14
Talent Alliance: Learning for Longevity SEPT/S15
Training As a Recruitment Tool JULY/11-12

WASHINGTON UPDATE

Bye-Bye Affirmative Action JULY/8
Comp, Benefit Issues High on 'To Do' List NOV/13
EEOC Tackles Temp Issue MAR/10
Government Gives Pension Plans a Boost SEPT/13
Jump-Starting Organized Labor OCT/15
Mental Health Parity JUNE/8
Monitoring EEOC Spending MAY/15
Not the Best of Times FEB/8
OSHA: New Chief, New Voice JAN/8
Variable Pay Laws May Benefit Employers DEC/3
What Constitutes Protected Workplace Activity AUG/8

WELLNESS

Cutting-Edge Stressbusters SEPT/11-12

WORK/LIFE

Baxter Healthcare Gets to the Root of the Issue AUG/S9-S10
Case Study: Fannie Mae Creates a Balance AUG/S11
Fleet Financial Tests Work/Life NOV/S13-S14
Performance Management Through a Work/Life Lens FEB/9-10
When Labor Leads to Love NOV/1,14-15
Work & Life: In Search of the Missing Links AUG/S3-S4
Work/Family: Key to a Successful Assignment MAR/S9-10

BACK COPIES: For recent issues, call 800-262-9699.

ELECTRONIC RETRIEVAL: *HRfocus* articles are available through the following databases: Northern Light: www.northernlight.com; Electronic Library: www.elibrary.com; EBSCO Publishing: 800-653-2726; Information Access: 800-227-8431; UMI: 800-521-0600 ext. 3781